



## Policy #4 : MALTREATMENT, BULLYING AND HARASSMENT PROTECTION POLICY

VERSION: 2

EFFECTIVE DATE: July 2025

Concerns involving harassment, bullying, abuse, maltreatment, or physical misconduct must be submitted directly to BC Hockey's Independent Third Party (ITP) for investigation under the BC Hockey and Hockey Canada's [Maltreatment, Bullying, and Harassment Protection and Prevention Policy](#). These serious complaints are not handled through VMHA's internal process and must go through the ITP. Concerns related to team communication, coaching decisions, team management, discipline and internal conduct should be addressed through [VMHA's Discipline and Conflict Resolution Policy](#)

### 1. Introduction

Hockey is a sport that provides a rewarding experience for thousands of players of all ages each season. However, opportunity exists for inappropriate behaviour to occur within any group environment, and hockey is not exempt.

It is also fully acknowledged that any matters that fall under the definitions of Maltreatment, Bullying and Harassment as described in the [BC Hockey Maltreatment, Bullying and Harassment Protection Policy](#) are outside the understanding and ability for local minor hockey associations to manage under proper legal process or timing.

Therefore, to ensure a safe space to raise ALL hockey related maltreatment, sexual violence, harassment, abuse or discrimination complaints/concerns by someone affiliated with Hockey Canada, Hockey Canada and its members (including BC Hockey) has established a fully independent and confidential reporting mechanism known as the [Independent Safe Sport Complaint Process](#) managed by the Independent Third Party (ITP). ALL complaints that fall under the Maltreatment, Bullying and Harassment categories and/or in violation of [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) should be submitted first to the Independent Safe Sport Complaint process using [the form on their website](#) for review.

### 2. Complaints Received by VMHA Team, Division or Association Staff

If a complaint of this nature is received directly by anyone within VMHA, they should immediately refer the matter to the ITP for handling or confirm the complainant will do so directly.

### 3. ITP Determines the Organization Best Able to Lead Review/Investigation

Some maltreatment complaints will fall under Hockey Canada's Members (i.e., BC Hockey or directly to VMHA) and, if so, the ITP provides the Members with the complaint materials so that the Member can manage the complaint. This does not mean that the complaint is without merit or that it is not maltreatment – only that the Member is the appropriate organization to handle it.

- Some complaints will fall under the ITP's jurisdiction and, if so, the ITP determines what ITP process should apply.
- For any complaint that is referred to BC Hockey to manage, BC Hockey will determine the process applied.
- For any complaint that is referred to VMHA to manage, VMHA will follow the established [VMHA disciplinary process](#).

### 4. Document Control

Version	Date	Author	Policy Owner
1.0 (Harassment & Abuse Policy)	May 2015	Policy Review	VP1
2.0	July 2025	Committee, VP1	